



**SOVEREIGN™**

# One Plan – Multiple Uses

---

Simple, Flexible, Easy

# One Plan – Multiple Uses

Success is dependent upon many things, one of them being the people that power your company.

Sovereign's international retirement and savings plan provides you with a simple and cost-effective way to go that extra mile and it will evolve as your needs change. Whether that success is an expansion in people and/or country offices or subsidiaries. One plan can be used for a range of purposes easily and efficiently and you benefit from economies of scale. So whether you are an employer with 5 or 5,000 people this plan can help.

We know how busy you are. So we've designed a product that has a set of building blocks to meet your needs, that is simple to set up and administer.



**Voluntary Savings  
from payroll**



Easy way for you and your employees to save from payroll to make the most of working overseas in tax-efficient locations.



**Employer Additional  
Benefit**



Additional benefit for leadership via a “top hat” benefit or if you have critical/specialist staff you need to attract and retain or go that extra mile for your full population.



**Employer Pension  
Benefit**



Contribute towards employee pension provision to deliver on your duty of care.

# Voluntary Savings From Payroll

Employees are working towards financial independence and want choice and control. With the impact of globalisation and the longevity crisis it's vital that people save early and regularly.

Deliver on your duty of care as an employer and help attract and retain staff by putting in a simple and cost-effective way to help your employees save from payroll. There is no minimum contribution or fixed term for which one needs to invest. Just simple, effective regular savings into investment funds provided by Vanguard, Fidelity International, HSBC and Blackrock. They don't even need to send us the money. Just one monthly bulk payment from the employer is all that is required.

By paying, even small amounts in regularly, everyone will benefit from the three superpowers: \$ cost averaging, compound growth and time.

## THE GOOD NEWS:

- ✓ We are all living longer! Generation Z (born between 1997 – 2012) are the first generation that will live to 100 years old.
- ✓ With medical innovation, we will stay fitter and enjoy an active life for longer.
- ✓ Our expectations of what we want to do when we retire have increased.
- ✓ We want to have choice and financial independence.
- ✓ We can invest in our future self.

## THE BAD NEWS:

- We probably cannot rely on a government pension, as people are living longer (or it may be reduced if you work overseas for many years).
- The type of retirement we want will cost more.
- We will have to work for longer.
- If you don't save, you don't have options.



INVEST  
IN  
YOU

## What Do You Want To Save For?



House?



Nice Retirement?



Rainy Day Fund?



Wedding?



Education?

## Employer Additional Benefit

Attracting and then keeping high quality staff is imperative to a successful business. An employer can pay a voluntary employer contribution to stand out in the crowd and make sure that they keep the experience and expertise of staff they've invested time into. You can also limit access to the value of that benefit dependent on the employee's time served, as an additional incentive. If they don't meet the threshold then the value will revert back to the employer.

It is an easy and effective way to deliver on your objectives and to provide an employee benefit where you have the flexibility to vary the percentage dependent on the category of staff, length of service, expertise or employment contract. You can tailor to your specific requirements.

For example:



**Leadership** – You can pay an additional percentage of salary for partners, directors or senior management.



**Critical employees** – Staff that have specialist or critical skills. This could be medical professionals, industry specialists, math or science teachers, technical expertise, areas with skill shortages.



**Employer of choice** – it may be that you want to provide more than a mandatory local benefit. You can tier your additional employer contribution to your requirements. For example, by service or rank.





# Pension Benefit

Attracting the best people and keeping them depends on which employers can adapt. A lot has changed with globalisation and it's shifting how we work. Also, the younger generations now filling the workforce have higher expectations.

- Employees are more demanding and expect employers to provide pension benefits. However the type of benefit they want has changed, as they don't expect to stay in any one country or employer for the long-term. So they need greater flexibility and portability of their benefits.
- Often compounded for employers that also have employees in different countries, as well as expatriate and mobile employees.

It's a challenging time for employers that want to invest in their people and deliver on their duty of care. However they don't want the complexity of multiple varied pension plans with different rules and currency. The good news is that an international plan provides a simple solution that can be tailored to the requirements of the employer.

## Benefits for employer

- Define who is eligible to join so you can sweep up the people you need to
- Harmonise the benefits, wherever employees are based for simplicity
- Tier benefits dependent on requirements
- Gain economies of scale
- Gain efficiency as only dealing with 1 provider
- Move employees around your organization and they can remain in same plan
- Attract and retain staff
- Deliver on duty of care

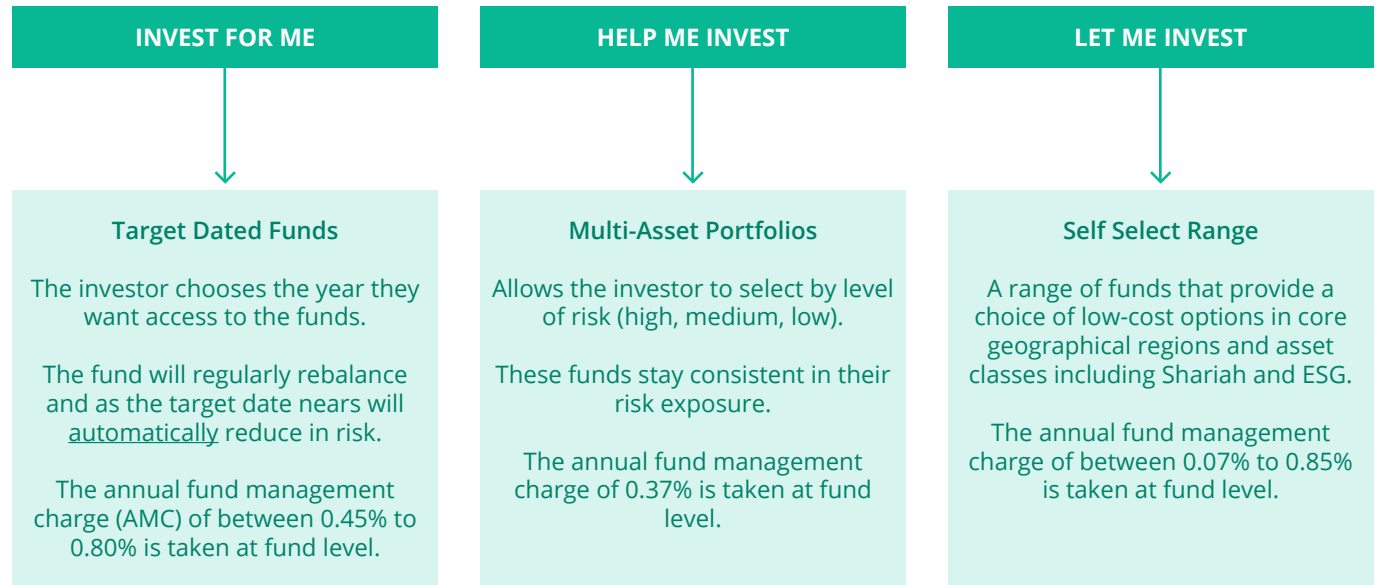
## Benefits for employee

- Consolidated benefit which ever country based in.
- Portability, so you can take it with you around the Group.
- Saving in hard currency
- Access when you leave employer

# International investments from global fund managers

Investments are the engine room of growth. You and your employee population will have different levels of investment knowledge, investment horizons and attitudes to risk. The Sovereign Group works with global fund houses to provide a range of good value investments to suit the diverse needs of you all.

We have provided three simple engaging messages to help you and your employees to choose how involved you want to be:





# Engagement and Simple Administration

## SIMPLE ADMINISTRATION

We know how busy you are, so we've made life simple. We have an online, paperless service.

### EMPLOYERS

Once the plan is set up, all you need to do is update us on:

- People (joiners or leavers)
- Contributions – upload every month and send the matching payment.

### EMPLOYEES

Will self-serve. They can:

- Export information to excel/pdf.
- Real time servicing where they can update
  - Beneficiaries
  - Personal details online
  - Address
  - Change investments

They just amend and save. Consequently, very low impact on the employer.

## ENGAGEMENT

Savings and retirement planning is a people business. So communication and engaging people, whether an employer or employee, is important to ensure people understand what they need to do and to make the most out of their employee benefit.

## EMPLOYER

Discovery and implementation phase. We will get to know you and the challenges you face. Our service is a set of building blocks that we can use to create the optimal plan designed specifically for you.

You can name your plan and we will provide a co-branded employee booklet that can incorporate any photos for which you own the copywrite. Therefore you can really put your mark on it.

We have a knowledge hub with servicing guides and an Operations team to assist.

## EMPLOYEE

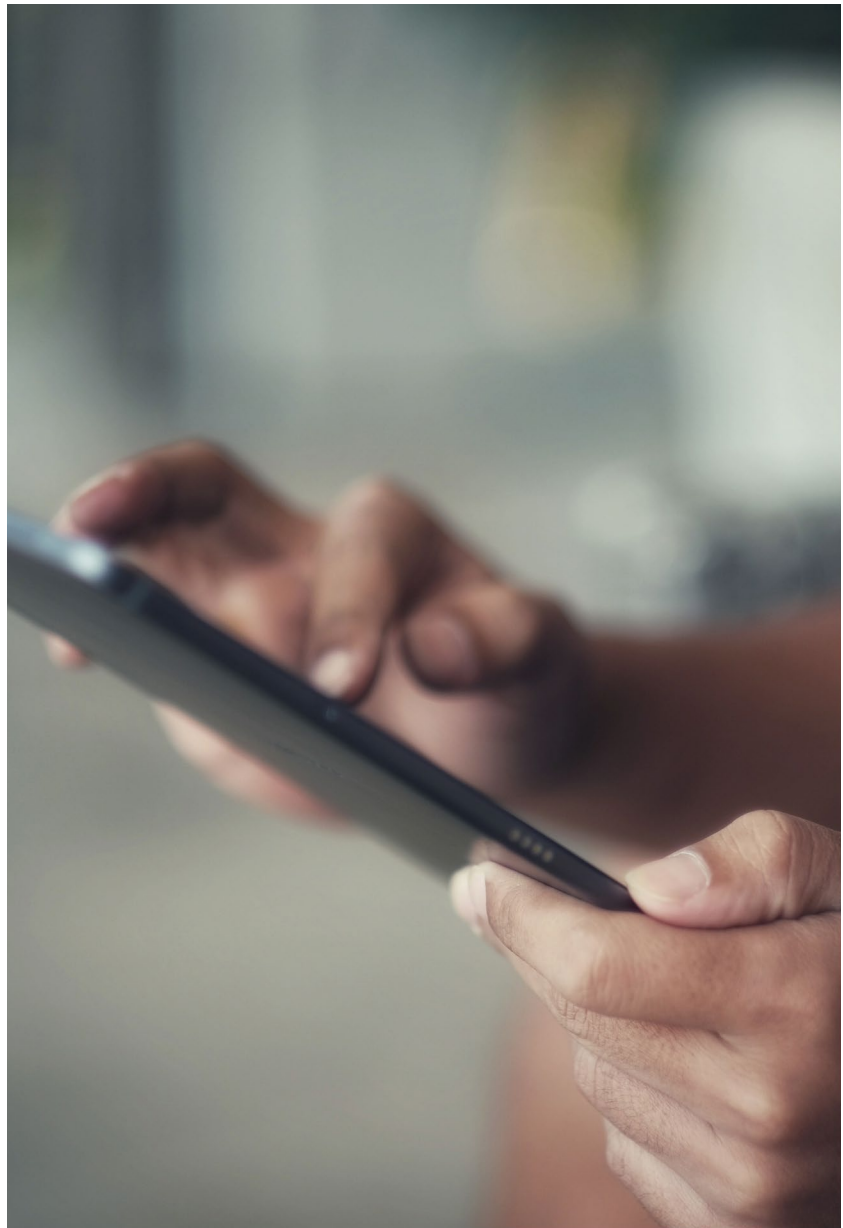
We can provide a launch presentation to get your people excited about the new benefit. We also have a knowledge hub so that people can self-serve. It has tutorials, servicing guides and general information as well as fund information to help everyone get the information they need when they want it. Our Guernsey team are also on hand for assistance if required.

## Financial Wellness Portal

As part of our service we provide an additional member benefit at no extra cost. Our award-winning portal supports increased financial awareness and literacy and helps to manage financial stress.

There are a variety of interactive tools, courses, videos and PDF documents on a wide range of subjects, such as:

- Debt management
- Budgeting
- Retirement planning
- Money mindfulness meditation
- Understanding your money personality
- Protecting against ID theft and scams



# Next Steps

---

There's a saying that if you look after your employees they will look after your clients.

Please contact your local Sovereign representative or [jsmeed@SovereignGroup.com](mailto:jsmeed@SovereignGroup.com) to find out more.

We're here to help.

# Sovereign Group

We are based in 20 countries worldwide. Our offices in the region are as follows:

Bahamas  
Bahrain  
Cyprus  
Gibraltar  
Guernsey  
Hong Kong  
Isle of Man  
Malta  
Mauritius  
Oman  
Portugal  
Qatar  
Saudi Arabia  
Singapore  
South Africa  
Switzerland  
United Arab Emirates – Abu Dhabi, Dubai  
United Kingdom – Chester, London

